

Partnership Agreement

Third Status Report on Implementation of Commitments

On January 24, 2000, Kentucky entered into a partnership with the U. S. Department of Education's Office for Civil Rights to bring the Commonwealth into compliance with Title VI of the Civil Rights Act of 1964.

This, the third of a series of status reports, shows that universities are implementing the commitments outlined in the Partnership Agreement. A summary of the commitments and the status for each follow.

I. Enhancement of Kentucky State University

Commitment A (2)(a): By December 31, 1999, the council and the university will develop a plan, with specific timeframes, for the renovation of Carver Hall, Hathaway Hall, and Young Hall, which are estimated to cost, in total, \$12.5 million. The council will request that sufficient funds be authorized and these renovations will be under construction by December 31, 2001.

Status: Authority to complete the three projects during the 2000-02 biennium was given by the 2000 General Assembly. State supported bond funds and capital project accounts have been established to renovate Carver Hall (\$ 5,000,000) and Hathaway Hall (\$3,796,000). Project planning is underway. In 2001, the council recommended to the Governor that \$5,937,000 in additional funds be appropriated for Hathaway Hall in 2002-04. The new appropriation will increase the total project scope to \$9,733,000 (Appendix A, Attachment A).

August 30, 2000, the council allocated \$3.7 million of agency bond authority to KSU to renovate Young Hall dormitory. The renovation was postponed until the 2002-04 biennium, at the request of KSU President George Reid. Council staff periodically inspects the KSU facility to ensure that it is being maintained. The last inspection, August 16, 2001, found the building in satisfactory condition. Young Hall dormitory is included in the council's recommendation for agency bond authority in 2002-04.

Because of the austere financial picture for Kentucky, the 2002-2004 Executive Budget, submitted to the Kentucky General Assembly by Governor Patton, do not include any state funded capital construction projects. Therefore, Hathaway Hall, Phase II (\$5,937,000) may not be completed in 2002-04; however, phase I received \$3,796,000 of state funds and will be completed. Also included is authority to issue \$9,886,000 bonds, with debt service paid by the university, to renovate Young Hall dormitory.

Commitment A (2)(b): By December 31, 1999, the university will develop and begin to implement a program of communication and diversity training for all staff to address the continuing division between minority and non-minority faculty and staff.

Status: Complete. KSU submitted a report of diversity-management activities that are ongoing. KSU continues to implement programs that address race relations and inclusiveness between minority and majority faculty members, staff, and students (Appendix A, Attachment B).

Commitment A (2)(c): The council will ensure that any change in the funding formula will not disadvantage KSU, and will take into account the institution's status as the Commonwealth's historically black university and its unique mission as the Commonwealth's small, liberal arts university. KSU and the council will periodically review the impact of the benchmark funding process to ensure continued enhancement of KSU. The council will keep the OCR fully apprised, on an on-going basis through the life of this agreement, concerning funding proposals for KSU.

Status: Complete. Because of Kentucky's revenue picture, benchmark funding is not being used to develop the 2002-2004 budget for the postsecondary education institutions. However, the council completed an historical analysis of KSU's state appropriations and confirmed that the current benchmark funding method does not have a disparate impact on the university. KSU currently receives the highest amount of state appropriations per full-time equivalent student of all the public comprehensive universities.

The Agricultural Research, Extension, and Education Reform Act of 1998 requires a 50 percent match of federal land grant funds. The council's 2002-04 biennial budget recommendations include a request for state funds to complete the federal match requirement (Appendix A, Attachment A). The Governor's budget includes an appropriation of \$487,800 in fiscal year 2002-2003 and \$502,400 in fiscal year 2003-2004 to enable KSU to fully fund the non-federal matching requirement under the provisions of the Federal Agriculture Research, Extension, and Education Reform Act of 1998.

Commitment A (2)(d): KSU, the University of Kentucky, the University of Louisville, and the council will work collaboratively to enhance and strengthen KSU's education program. Specifically, KSU will work to significantly narrow the gap between the performance rate of its students on the PRAXIS II as compared to the Kentucky statewide performance average.

Status: In June 2001, KSU reported to the council's Committee on Equal Opportunities that a plan had been developed to align the teacher education program with the statewide policy established by the Education Professional Standards Board and to increase student performance. KSU submitted a revised plan to the Kentucky Education Professional Standards Board. A copy of that plan is Appendix A, Attachment C.

The results of the most recent performance of students on the PRAXIS exam will be released in March or April 2002. The impact of KSU's actions to improve the teacher education program will be evidenced by the performance of its students.

Commitment A(2)(e): The Governor of the Commonwealth and the Governor's Postsecondary Education Nominating Committee will ensure that Kentucky State University's Board of Regents is of the highest caliber.

Status: Complete. Two new members, Mr. Ishmon F. Burks and Ms Laura Douglas, were appointed to the Kentucky State University Board of Regents (Appendix A, Attachment D).

Other Actions by the Commonwealth: At its November 5, 2001, meeting, the council approved a Bachelor of Science in Nursing program for KSU. The program will serve both nurses who complete the associate degree in nursing and new students who are interested in obtaining their Bachelor of Science in Nursing. The council will monitor and evaluate the productivity of the program.

II. Continuation of the Commonwealth's Efforts to Enhance Campus Climate, Student Recruitment, and Student Retention for African American Students Attending the Historically White Universities and Kentucky State University

Access and Equal Opportunity

Commitment A(3)(a): Each Commonwealth university will continue its respective recruitment and retention activities. During the life of this agreement, the council will continue statewide programs for middle and high school students designed to assist these students in determining whether to attend college and to assist them in choosing a high school curriculum that will enable them to achieve that goal.

Governor's Minority Student College Preparation Program: Complete. The nine existing campus programs were continued and new programs were established at two universities and eight community and technical colleges of the Kentucky Community and Technical College System. All programs are continued for FY 2001-02. The council requested funds to support the programs in FY 2002-03 and FY 2003-04. The 2002-2004 Executive Budget, submitted to the Kentucky General Assembly by Governor Patton, includes funding for this program. (Appendix A, Attachment A.)

A statewide conference of the GMSCPP was held June 13-14, 2001. This event brought together approximately 400 middle and junior high school students, parents, and program directors from across the Commonwealth. The conference is expected to be an annual event. Murray State University will host the conference in June 2002.

Academically Proficient African American High School Senior Conference: Complete. The 14th Annual Academically Proficient African American High School Senior Conference was hosted by the University of Louisville June 22-23, 2001. The goal of the conference was to offer information to students transitioning from high school to postsecondary education. Approximately 200 students, parents, and college representatives from across Kentucky participated. Northern Kentucky University will host the 15th Annual Academically Proficient African American High School Senior Conference in June 2002.

Minority Consumer Expo: Complete. The Louisville Defender Minority Consumer Expo was held November 9-11, 2001, at the Kentucky International Convention Center in downtown Louisville. The Expo offered postsecondary institutions an opportunity to showcase their "best practices" and to answer questions from prospective students and parents. The council purchased booth space to encourage the public institutions to participate in the event.

SREB Compact for Faculty Diversity: Complete. The Commonwealth presently supports 15 students in this program. Nine of the 15 students were brought into the program in fall 2001 as a result of new funding provided in the Council's 2001-01 budget. Thirteen students have completed their doctorates while participating in the program. The council requested funds to support the programs in FY 2002-03 and FY 2003-04. The 2002-2004 Executive Budget, submitted to the Kentucky General Assembly by Governor Patton, includes funding for this program (Appendix A, Attachment A).

Kentucky Resident Undergraduate Enrollment: In fall 2000, Kentucky African American undergraduate enrollment at universities, community colleges, and technical colleges was 10,317 or 8.5 percent of a total of 121,630 African American and white students enrolled. African American student enrollment at traditionally white institutions was 9,660 or 8.0 percent of 120,247 total African American and white student enrollment in fall 2000. Kentucky State University enrolled 657 or 47.5 percent African American students among 1,383 total African American and white students.

African Americans comprise 7.3 Percent of the total Kentucky population. In fall 2000, African Americans made up 2,846 or 9.2 percent of the first-time freshmen and transfer students enrolled at Kentucky's universities, community colleges, and technical colleges. African American students made up 2,747 or 8.9 percent of first-time freshmen and transfer students enrolled at traditionally white universities, community colleges, and technical colleges. First-time freshmen and transfer student representation at KSU was 99 or 50.3 percent of a total of 197 enrolled (Appendix B, Attachment A).

Kentucky Resident Full and Part-Time Undergraduate Enrollment: Of the system's total enrollment in fall 2000, Kentucky institutions enrolled 6,209 or 7.9 percent full-time and 4,108 or 9.6 percent part-time African American students. Of the total African American and white student enrolled at traditionally white institutions 5,677 or 7.3 percent of full-time and 3,983 or 9.4 percent of part-time students were African American. Kentucky State University had 532 or 63.8 percent full time and 125 or 22.8 percent part-time African American students among its total enrollment. The greatest number of part-time African American students was enrolled at community colleges.

Kentucky Resident First-Professional Enrollment: Kentucky resident African Americans enrolled in first-professional programs in fall 2000 totaled 93 or 4.1 percent of total African American and white student enrollment. Thirty-nine were enrolled in law programs, 41 in medical programs, six in pharmacy programs, and seven in dental programs.

Kentucky institutions enrolled a total of 34 resident African Americans as first-year, first-professional students in fall 2000. A total of 18 African American students enrolled in law, 13 in medicine, two in pharmacy, and one in dentistry (Appendix B, Attachment A).

Retention of Undergraduate Resident African Americans: The traditionally white public universities have shown steady progress in retaining Kentucky African American students: 70.9 percent of first-time African American students were retained in 2000, and 71.7 percent of all

degree-seeking undergraduate African American students were retained in 2000. During the campus visits, the OCR identified programs at each institution that showed promise. The institutions are continuing to use those programs to recruit and retain African American students. Also, the OCR cited as successful programs the Governor's Minority Student College Preparation Program, the SREB Compact for Faculty Diversity, the annual conference of GMSCP directors and students, the Proficient Seniors Conference, and the YMCA Black Achievers program.

Eastern Kentucky University, Morehead State University, Murray State University, Northern Kentucky University, and the University of Louisville have made organizational changes aimed at improving recruitment and retention of African American students. The OCR continues to be concerned about the effect of the University of Louisville Pathways program and the summer transition program on Kentucky African American students (Appendix B, Attachment A).

Retention of First-Year Resident African Americans: In fall 2000, public institutions across the postsecondary system enrolled 2,363 first-year Kentucky African American students. In fall 2001, only 1,248 or 52.8 percent of those students were still enrolled. During that same period 22,416 first-year white students were enrolled, with 12,853 or 57.3 percent returning in fall 2001. In fall 2000, traditionally white universities enrolled 948 first-year Kentucky African American students with 672 or 70.9 percent returning in fall 2001. In fall 2000, the community and technical colleges enrolled 1,321 first-year Kentucky African American students with 510 or 38.6 percent returning in fall 2001. The technical colleges had the fewest African American students enrolled in fall 2001 with 100 or 35.6 percent of 281 fall 2000 students returning. Of the 94 first-year Kentucky resident African Americans enrolled at Kentucky State University, 66 or 70.2 percent returned in fall 2001 (Appendix B, Attachment A).

Kentucky Resident Graduate Enrollment: In fall 2000, Kentucky enrolled 214 or 6.7 percent full-time resident African American graduate students and 414 or 4.4 percent part-time resident African Americans at traditionally white institutions. Overall, a total of 628 or 5.0 percent resident African Americans were enrolled in graduate education at traditionally white institutions in fall 2000 (Appendix B, Attachment A).

Degrees Awarded to Kentucky Resident African Americans: In 2000-01, Kentucky's universities, community colleges, and technical colleges awarded a total of 978, or 5.5 percent, of the undergraduate and graduate degrees to Kentucky resident African Americans.

African Americans were awarded 205 or 4.7 percent of the associate degrees, 587 or 6.0 percent of the baccalaureate degrees, 162 or 5.2 percent of the master's and specialist's degrees, 3 or 2.8 percent of doctoral degrees, and 21 or 3.3 percent of first-professional degrees (Appendix B, Attachment A).

First Professional Degrees Conferred: Kentucky resident African Americans received 21 or 3.3 percent of a total of 641 first-professional degrees awarded to African American and white students in 2000-01. A total of 10 or 3.9 percent of the law degrees, 7 or 3.3 percent of degrees in medicine, 1 or 1.3 percent of degrees in pharmacy, and 3 or 3.2 percent of dentistry degrees were awarded to resident African Americans in 2000-01 (Appendix B, Attachment A).

Special Strategies to Increase Retention and Graduation Rates

Commitment A(3)(b): Northern Kentucky University will develop a comprehensive plan to enhance the recruitment of African American students. The council will review that plan and will assist NKU as appropriate. Strategies will include, at a minimum, increased funding/staff resources in the university's recruitment budget above the 1997-98 funding levels, a vigorous marketing strategy for Kentucky African Americans, and use of best practice methods from Commonwealth universities experiencing success in this area.

Status: Complete. NKU provided a detailed report that includes activities and programs that focus on the enrollment, recruitment and retention of African American students. Also, as part of their strategies, NKU has agreed to host the 2002 Academically Proficient African American High School Senior Conference. Approximately 300 students and parents are expected to participate in the day and a half event. (Appendix B, Attachment B.)

Commitment A(3)(c): The council and the University of Louisville will monitor the proposed Pathways to Success Program and Enrollment Management Program to ensure that these programs do not result in diminished access for African American applicants. If new enrollment of African American students diminishes, the program will be revised to eliminate the negative trend.

Status: Complete. UofL reported that of the 20 resident African American students that signed contracts for the Pathways program in fall 2000, 13 were enrolled at Jefferson Community College in fall 2001, and one transferred to UofL. Thirty-eight resident African Americans signed Pathways contracts for fall 2001 and enrolled in classes at JCC. The university currently provides one advisor to assist the students in the Pathways program. The university has indicated that an additional advisor will be needed in fall 2002.

Commitment A(3)(d): By June 30, 2000, UofL will monitor and report on the effects of the current student support services system to determine if this system has a deleterious impact on student retention or the delivery of support services to students. As appropriate, UofL will revise the system to ensure satisfactory service delivery.

Status: Complete. University of Louisville continues to provide program support to students through the student support services system. The university's evaluation of the program was included in the June 21, 2001, report to the OCR.

Commitment A(3)(e): UofL will consider implementing a freshman summer transition program to enhance the university's ability to retain student populations that have had traditionally low retention rates. The university will report its determination whether to adopt the program by June 30, 2000, and the rationale for the decision.

Status: Complete. UofL implemented a freshman summer transition program in 2000. The program served nine resident African Americans during the five week summer period of 2001. All nine students completed their work and were admitted to UofL in fall 2001. Students who declare a major are assigned advisors from their specific discipline or through the Resources for

Academic Achievement (REACH) program if they have not declared a major. Students are notified at midterm through the "early warning program" if they are not performing well; advisors encourage the students to contact their instructors and to seek academic assistance and support through REACH. (Appendix B, Attachment C.) In summer 2000, 44 students entered the program and 39 completed it. Thirty-four of the 39 enrolled at UofL in fall 2000.

Commitment A(3)(f): The council and the following universities will work collaboratively to develop strategies to increase the retention and graduation of African American students: Northern Kentucky University, Murray State University, University of Louisville, Western Kentucky University, and Eastern Kentucky University.

Status: Complete. The institutions continue to implement the statewide Action Agenda that was adopted and reported in the June 2001 and the August 2000 status reports. Three of the five comprehensive universities are implementing additional strategies to increase enrollment, retention, and graduation rates. A summary of the updated programs from ECU, NKU and WKU can be found below.

Eastern Kentucky University appointed a new president November 1, 2001. A variety of initiatives to improve recruitment and graduation are being implemented including: existing scholarships for Kentucky resident African Americans, identification of students at midterm who require additional mentoring or tutoring services through the Enrollment Management program, referral of students to the Student Success Institute to receive additional mentoring or tutoring, and a new strategic plan for recruiting African American students. Additionally, the university created two new positions to oversee activities to recruit African American students. A new call center was established to contact potential students as well as perform follow-up recruitment calls. (See Appendix B, Attachment D.)

A minority recruitment day has been planned for spring 2002. Students from two Lexington, Kentucky, high schools will be invited to the Richmond campus. ECU will provide transportation.

The following student retention initiatives also will be implemented:

- An academic recovery program for students who are on academic warning or probation, or who have been dismissed.
- An interdisciplinary ethnic studies program through academic departments.
- The Early Alert program to identify and intervene when first and second-year students exhibit "at risk" behaviors.

Northern Kentucky University reported that two new projects were initiated to make recruitment and enrollment initiatives more successful:

- Several strategic pricing strategies were introduced to offer students alternative ways to address their financial needs.
- Distributed learning centers were created to meet the demands of the Northern Kentucky service area; 10 off-campus programs have been established to assist individuals in rural areas in obtaining a postsecondary education.

Additionally, NKU continues to invest in programs for beginning students to enhance retention efforts. Additional staff will be provided to assist with recruitment and retention programs.

Western Kentucky University continues to implement actions and initiatives that were reported in the June 2001 status report. The activities include programs such as Project Early Start and a summer academic enrichment project to increase the likelihood of success for beginning students. Furthermore, a week-long program titled the Master Plan is used to assist students in successfully transitioning from high school to postsecondary education. A new brochure, the African American Experience at WKU, has been developed to acquaint prospective students with activities, programs, and support services. Several innovative retention initiatives were identified which include the REACH Tutoring Program, Community College Tutoring Program, the Partner Program, and the Student Diversity Leadership Conference. (Appendix B, Attachment E.)

Commitment A(3)(g): The council and all eight universities will work collaboratively to increase the number of African American students enrolled in Kentucky's professional and graduate schools. To achieve this goal, the council and the eight institutions will consult with each other to identify successful recruitment programs and share promising practices.

Status: Complete. Institutional initiatives or strategies reported in the June 2001 status report are ongoing. ECU, NKU, and WKU reported new initiatives, activities, or collaborative efforts to increase African American enrollment in Kentucky's professional and graduate programs. Some highlights are listed below.

Eastern Kentucky University identified the following initiatives and strategies to increase African American enrollment in graduate education:

- Conduct a study of African American students' interest in applying to ECU.
- Conduct a review of the graduate schools' publications and promotional materials to create more effective marketing tools to target African American students.
- Conduct a study and revise the graduate program objectives to recruit African Americans.
- Collaborate with administrators and the Diversity Committee to cultivate an institutional culture that communicates ECU's commitment to the value of increasing and maintaining an African American faculty and student presence.
- Collaborate with the admissions office, in particular the admissions counselors, to recruit African American graduate students.

Northern Kentucky University will employ the following initiatives to increase African American graduate enrollment:

- Restructure a cabinet level position to oversee graduate studies and outreach initiatives. The individual in this position will be responsible for expanding and diversifying graduate student enrollment.
- The Office of African American Student Affairs and Ethnic Services will collaborate with the Counselor for Graduate Recruitment to promote graduate education to African American students.
- A graduate student information session is planned for spring 2002.

- An African American Graduate Student Association will be established to increase student retention and to provide more financial aid for low income, first generation college students. Scholarships will also be provided to encourage students to prepare for doctoral studies.
- The School of Education has been reorganized into a college to enhance enrollment and diversity, and to allow additional scholarships and other resources to be made available to students.
- A new Master of Arts in Teaching is expected to appeal to minority groups that have been traditionally underrepresented. The teacher bridge program will also be offered to minority students in middle and high school to enhance their academic skills.
- Graduate scholarships will be offered by NKU to stimulate graduate enrollment.

Initiatives to increase the number of African Americans entering NKU's Chase Law School include:

- Recruitment visits to undergraduate institutions in Kentucky and Ohio including historically black colleges and universities.
- Development of the Cooperative Law Admissions Program, an arrangement that enables proficient KSU students to enroll in the NKU law program.
- Increased interaction with the Black Law Students Association to improve recruitment initiatives.
- Panel discussions led by graduates of the part-time program, for prospective part-time students.

Western Kentucky University's University Diversity Advisory Committee established a Graduate Assistantship within the Graduate School of Education to assist the graduate school and Minority Student Support Services with examining critical data and patterns associated with the retention and graduation of African American students. WKU continues to implement the strategies and initiatives reported in the June 2001 status report.

Campus Environment Teams

Commitment A(3)(h): By March 31, 2000, each university in Kentucky will create a campus environment team responsible for addressing campus and campus/community issues with the goal of improving the campus climate for minority students. The universities will continue to support student organizations that enhance the co-curricular experiences of minority students. To this end, the council and the CEO will identify the Commonwealth universities that have experienced success with creating a positive, nurturing environment for African American students and assist the remaining universities in replicating this atmosphere through resource and information sharing.

Status: Complete. Each university has an established campus environment team or its equivalent. The Office for Civil Rights made suggestions for improvements to several institutions in the reports of campus visits in 2001. Eastern Kentucky University, Northern Kentucky University, and Western Kentucky University identified several updates to their CET's.

Eastern Kentucky University noted the following changes to their Campus Environment Team:

- The committee membership has increased from 15 to 21.
- Eight of the 21 members, or 38 percent, are African American.
- Committee members represent a particular area of the university or student organization.
- Regular meetings are held every other week.
- A one-day retreat is scheduled for January 2002.

The Campus Climate Task Force at Northern Kentucky University met five times in 2000-01. The task force consists of 21 members: five faculty, 10 staff/administrators, three students, and three community leaders. Approximately one-third of the members rotate off the task force each year and the university president appoints new members. In 2001-02, the task force will develop a five-year Strategic Vision Plan.

The WKU University Diversity Advisory Committee has been allotted a recurring budget of \$50,000 to implement initiatives to enhance diversity. The committee plans to utilize the services of SST Communications to assist with diversity and sensitivity training for faculty and staff. In addition to the new initiatives, WKU continues to implement the strategies identified in the August 2000 status report.

Commitment A(3)(i): The universities will continue and strengthen their extensive efforts to ensure and enhance the diversity of their faculty, staff, and cabinet level positions. Such initiatives may include increased participation with the Southern Regional Education Board's Compact for Faculty Diversity and such activities as wide-area advertising of vacancies, attendance at conferences in academic disciplines, and maintaining networks of contacts for the purpose of enhancing the diversity of applicant pools for vacancies on campus. The institutions will also continue to implement hiring procedures that ensure minority applicants are given full and fair consideration for the positions for which they are qualified.

Status: In fall 2000, African Americans made up 303 or 4.4 percent of the total faculty at Kentucky's traditionally white universities, community colleges, and technical colleges. Among the traditionally white universities, the University of Louisville employed the largest number of African American faculty (63 or 5.8 percent of the total UofL faculty) and Morehead State University the fewest (10 or 3.2 percent of the total MSU faculty). Kentucky State University employed a total of 36, or 37.5 percent, African American faculty. Among the institutions in the Kentucky Community and Technical College System, Jefferson Community College employed the greatest number of African American faculty (16 or 7.3 percent of total JCC faculty) while three community colleges (Hazard, Madisonville and Prestonsburg) each employed only one African American faculty member. Among the technical colleges, Jefferson Technical College employed the greatest number of African American faculty at 5, or 11.6 percent, while nine technical colleges did not employ any African Americans as faculty.

A total of 72, or 6.5 percent, African Americans were employed in Executive, Administrative, and Managerial positions at Kentucky's traditionally white universities and community colleges in 2000-01. Among the traditionally white universities, the University of Louisville employed the greatest number of African Americans (23 or 9.8 percent), while Morehead State University

employed the fewest (2 or 4.3 percent). Kentucky State University employed 29, or 76.3 percent, African Americans in Executive, Administrative, and Managerial positions. Only five African Americans (one each at Ashland, Elizabethtown, Hazard, Jefferson, and Paducah Community Colleges) were represented in this position among the community colleges. No African Americans were employed in the category of Executive, Administrative, and Managerial among the technical colleges.

In 2000-01, African Americans made up 373, or 5.6 percent, of the professional non-faculty positions at traditionally white institutions. Among the traditionally white universities, the University of Kentucky employed the greatest number of African Americans, 139 or 3.8 percent of its total professionals, and Morehead the fewest, 9 or 3.3 percent of its total professionals. African American representation at KSU totaled 55, or 52.9 percent, in the professional non-faculty positions. Among the community colleges, Lexington Community College employed the largest number of African Americans in this position, 11 or 23.9 percent, while five of the community colleges (Hazard, Maysville, Owensboro, Prestonsburg, and Southeast) did not employ any African Americans in this position. Among the technical colleges three institutions (Madisonville – 2, Bowling Green – 1, and Jefferson – 1) employed African Americans in this position (Appendix B, Attachment F).

The council arranged for two institutions, Morehead State University and Murray State University, to participate in a recruitment fair at the SREB Compact for Faculty Diversity's Eighth Annual Institute on Teaching and Mentoring in Atlanta, Georgia, October 2001. Institutional representatives met with prospective faculty and administrators to enhance the diversity of applicant pools for future vacancies.

Personnel Responsible for Access and Equal Opportunity Programs

Commitment A(3)(j): Each university will ensure that the person who is delegated responsibility for access and equal opportunity attends, or has reasonable access to, the president's cabinet meetings.

Status: Complete. The primary person responsible for monitoring the implementation of the Kentucky Plan for Equal Opportunities and the Partnership Agreement with the OCR either attends the president's cabinet meeting or meets separately with the president to discuss access and equal opportunity programs and issues.

Special Reports

The OCR requested special reports from Northern Kentucky University and the University of Louisville. The special reports were included in the June 21, 2001, status report.

III. OCR Commitments

Commitment B(1): The OCR commits to providing technical assistance to the Commonwealth, the universities, and the community colleges, as requested, in developing programs and activities

to enhance the climate for African American students, faculties, and staffs on the campuses of the Commonwealth's public institutions of higher education.

Status: No requests have been made.

Commitment B(2): The OCR will provide Kentucky with technical assistance in identifying promising practices to increase African American students' access to, retention in, and graduation from the Commonwealth's public higher education institutions and will share with Kentucky other information relevant to the issues addressed by the Partnership.

Status: Kentucky was invited to participate in a 1½-day conference on diversity issues and partnership agreements in July 2001. A staff member from the council attended the conference along with representatives from Eastern Kentucky University, Morehead State University, and Western Kentucky University.

Commitment B(3): The OCR commits to providing technical assistance, as requested, to KSU to assist the university in addressing the division between minority and non-minority faculty and staff.

Status: KSU has not made any requests.

Commitment B(4): The OCR will work collaboratively with the council to host a conference in the spring of 2000 on campus diversity for all institutions of postsecondary education in the Commonwealth.

Status: Complete. A campus diversity conference, co-sponsored by the Commonwealth and the OCR, was held September 25-26, 2000, in Louisville, Kentucky.

Commitment B(5): The OCR will work cooperatively with Kentucky to implement the commitments set forth in this Partnership agreement and will provide regular feedback and constructive assistance to Kentucky on meeting these commitments.

Status: The OCR has responded to all requests.

Commitment B(6): The OCR agrees to complete all review work in a timely manner.

Status: The OCR has completed all reviews.

IV. Monitoring

Commitment C: The council, the CEO, and the OCR commit to closely monitoring the institutions' implementation of these commitments through the review of annual reports prepared by each institution. The OCR will conduct annual site visits to each institution to assess and report on the institution's success and to provide technical assistance where necessary.

Status: The CEO and OCR completed site visits to all university campuses. The OCR completed reports on those visits outlining specific findings and offering recommendations to each institution. The reports are expected to be used by the institutions to make adjustments to initiatives and strategies to comply with the Partnership Agreement.